

Michigan Senate Committee Meeting – March 9, 2010 (Re: SB 1074)

Many School officials do not want to do what it takes to reform how they do business.

We have made numerous unpopular changes that time has proven to be good decisions.

Specifically speaking of Support Staff reforms:

- Custodial – Met with private companies.**
 - Reviewed our cost vs. cost of private companies.**
 - Met with our staff, explained our plan.**
 - Reduced staffing, added merit pay incentive, modified work plan**
- Kitchen – Shared supervisor position with adjoining school community (bonus).**
 - Reviewed our cost vs. cost of private companies.**
 - Met with our staff, explained our plan.**
 - Reduced/Repositioned staffing**
 - Added offerings**
 - Assisted a third adjoining school community**
- Maintenance – Shared supervisor position with adjoining school community.**
 - Met with our staff, explained our plan.**
 - Reassigned responsibilities.**
 - Reduced staffing through reassignment.**

We applied common sense principles in the development of this plan. We empowered supervisors, making them partners with administration, and have a team I would put up against any in the state.

What has this done for us?

Increased productivity (within 2-3% of the cost to privatize)
Increased employee satisfaction (recouping much more than the 2-3% cost mentioned above – I can fully justify this to my constituents)

Fiscal and physical accountability
Maintained high morale through employing our own employees
Experiencing the highest level of dedication I've ever seen

We carry approximately an 18% fund equity balance
Our programs run well and pay for themselves
We have integrity with both the employee and the community

My Request of our Legislature:

Please do not inhibit the ability of responsible school administrators, board members and staff to act in responsible ways. I understand the need for reform. However, do not tie our hands on the ability to "do it better" if we can produce the same or better results you're after.

From our staffing to our partially self funded health plan that has saved us 1.2 million dollars in just five years, we are winning the battle and doing business better than we used to. We have worked hard, paid a personal price and proven our policies work. Please do not take away our opportunity to do these things.

I am a third generation family business owner and the principles that have made us successful over a 50 year period will do the same with running our schools. We have proven this.

While we need accountability and I applaud many things you are doing and have done, we must never move all responsibility from the citizenry to the government. We must encourage and develop leaders that will lead with integrity.

Any specific numbers, processes, successes and/or struggles of Centreville Public Schools is at your disposal. Please, communicate with me via telephone, email or carrier pigeon. We will provide you with any documentation to validate our ideas, cost savings and most importantly, the level of quality education we are providing at Centreville Public Schools in a fiscally responsible way.

Thank you for your time,

A handwritten signature in cursive script, appearing to read "Rodney D. Chupp".

**Rodney D. Chupp, CIC
Chairman, Centreville Public Schools
Board of Education**